

MINUTES  
Committee on Equal Opportunities  
June 20, 2005

The Committee on Equal Opportunities met June 20, 2005, at the Council on Postsecondary Education offices in Frankfort, KY. Mr. Baker presided as the chair of CEO.

**ROLL CALL**

**Members present:** Charles Whitehead, David Welch, Joan Taylor, Esther Jansing, Jesse Harris, Phyllis Maclin, Raoul Cunningham, Jerome Bowles, Linda Murnane, and Hilma Prather.

**APPROVAL OF MINUTES**

Minutes of the April 18 2005, meetings were approved as modified with a correction to Linda Murnane last name, from 'Mundane'.

**SPECIAL PROGRAM  
PRESENTATION BY WKU**

Mr. Jackson introduced the presentation. The committee asked to hear about programs that appear to be "best practices" that could be duplicated by other institutions. The presentation by WKU shows how one particular department put together a special approach to encourage and identify minority students that were matriculating through the institution to get them interested in and informed about graduate school. The report shows the approach, results and the support received from the university.

**ACTION: UNIVERSITY OF  
LOUISVILLE CAMPUS VISIT  
REPORT**

Dr. Johnson presented the final report of the CEO visit at the University of Louisville. The campus visit was conducted April 18-19, 2005. The CEO is charged with monitoring institutional progress toward implementing The Kentucky Plan for Equal Opportunities and the Partnership Agreement with the U. S. Department of Education's Office for Civil Rights. Monitoring is completed through data analysis and campus visits.

Dr. Johnson stated that the report shows that UofL has made significant progress in implementing the Kentucky Plan Objectives. UofL shows continuous progress in each of its 8 objectives for the calendar year 2003-04. President Ramsey's commitment to diversity was demonstrated by the relationships he has built as well collaborative initiatives through out Louisville and Jefferson county. Dr. Johnson informed the committee that the report states that overall the CEO was pleased with this visit and

commended Dr. Ramsey, the UofL community as well Dr. Archer.

A motion was made and seconded to adopt the UofL Campus Report.

Report was adopted as presented.

**ACTION: STATEWIDE  
STUDY FOR DIVERSITY  
PLANNING**

Mr. Jackson presented three recommendations from the EEO workgroup for review and action by the CEO. The CEO recommendations would then be submitted to the Council, the first recommendation is that the Council in collaboration with the institutions that the commonwealth conduct a study to determine what the compelling state interest, in any to engage in diversity planning. The second recommendation is that the Council formally requests that the institutions partner with the Commonwealth to financially support a diversity study. The workgroup should do an RFQ (request for qualification). The RFQ will allow firms to tell the Council how they believe an environmental scan should be done. The Council will then issue a request for proposals to determine cost, content of the study, and the best qualified firm to conduct the study. The third recommendation is that the commonwealth immediately implement the diversity study upon receiving commitments from the institutions to help pay for its cost. The request for qualification can be done without a commitment of funding.

Mr. Jackson then outlined the timeline and process for implementation of the three recommendations.

Discussion followed regarding the involvement of an external entity to perform the study versus an internal entity. The consensus was that using an external entity would be the best way to go. The committee agreed that it would be to the institution's benefit to share the cost of the study.

Ms. Prather moved that the Committee approve the recommendation to the CPE that a statewide study for diversity, encompassing the three recommendations be completed. The motioned passed.

**STATUS: PARTNERSHIP**

Dr. Johnson reported on the status of the partnership

## AGREEMENT

agreement stating that the enacted 2004-06 budget includes funding for renovation of Hathaway Hall classroom and faculty office building and Young Hall dormitory at Kentucky State University.

In a letter dated May 10, 2005, the Council informed the U S Department of Education Office for Civil Rights that the remaining commitments of the partnership have been addressed. The letter requests that the OCR provide the Commonwealth a formal statement of its status under the partnership, that OCR attend the July Council meeting to discuss the partnership agreement, and that the OCR provide technical advice as needed regarding the implications of the Gratz, Grutter and Bakke decisions.

Dr. Marlene Helm, chair of the KSU board of regents, resigned her position on the board to pursue other personal interests. Council President Tom Layzell met with the Governor to discuss the KSU board appointments. The Council staff suggested to the Postsecondary Education Nominating Committee several candidates to consider for appointment to the KSU board.

Dr. Johnson informed the committee about upcoming meetings and conferences.

Mr. Baker asked if the Committee had heard back from OCR. Mr. Jackson responded that Mr. Baker should have received a letter from Ms Wendella Fox acknowledging receipt of Mr. Layzell's information. The Council has had some contact with OCR as part of the implementation of the Young Hall Project at KSU. The OCR has not officially responded to CPE inquiries as yet.

## REVISED 2005 DEGREE PROGRAM ELIGIBILITY STATUS REPORT

Dr. Johnson reported on the progress of institutions in implementing *The Kentucky Plan* in academic year 2003-04. At the time the report was presented to the CEO February, ECU had earned the Quantitative Waiver status (progress on five of eight objectives). Based on new information that ECU submitted to the Integrated Postsecondary Education Data System, the university's success improved to show progress on six of eight objectives. The ECU status for 2005 is upgraded to Automatic (See attachments A and B.) The revised report identifying ECU's new status will be distributed to the

Council and institutions immediately following the CEO meeting.

**STATUS:  
IMPLEMENTATION OF  
CAMPUS VISIT  
RECOMMENDATIONS**

Mr. Jackson stated that each institution is asked to report to the committee status of implementation of recommendations from the campus visit report. Murray State University's representative was unable to attend the meeting due to an illness.

Representatives from WKU and NKU have their report on the status of the implementation of the recommendations. UofL will not be asked to make a report at this time. They will make their report at the October meeting.

The committee complimented the EEO representatives on their reports.

**STATUS: INSTITUTIONAL  
DEPARTMENTS OF PUBLIC  
SAFETY**

Dr. Johnson reminded the committee that at its April 19, 2005, meeting, the Committee on Equal Opportunities received reports from the universities regarding the relationship between students and the institutions' departments of public safety. After reviewing the reports, the CEO asked institutions to update and resubmit the reports for the June 20 CEO meeting.

Dr. Johnson provided a summary of the revised reports. She noted that the KCTCS was unable to provide information in any greater detail than was provided in the original report.

Mr. Baker asked if the Institutions were forming any kind of group to develop a uniform reporting system. Mr. Jackson stated that the colleges have already formed such a group and that Council staff have been working with that group to develop reports that respond to the Michael Minger act.

**REPORTS TO THE  
COMMITTEE**

Mr. Jackson reported on the Strategic Plan for 2005-06, he stated that the Council will continue to work with the institutional representatives to develop campus action plans. Several institutional equal opportunity representatives were included in discussions and meetings with the Key Indicators Advisory Group and several also are involved in the development of their campus action

plans. The Council staff expects to present the information to the Council for final approval in July.

The Council staff awarded JBL Associates, Inc. a contract to conduct the affordability study that will be a foundational component of the Council's participation in the WICHE project. The attachment is a summary of the affordability study based on JBL's proposal.

**STATUS: NEW DEGREE  
PROGRAMS IMPLEMENTED  
UNDER THE WAIVER  
PROVISIONS**

Mr. Jackson reported that the agenda item responds to the Committee's request that it be kept abreast of the number of institutions that implement waivers and the number of new degree programs implemented under the waiver.

**CEO MEETING WITH  
KCTCS PRESIDENT AND  
COLLEGE PRESIDENTS**

Mr. Jackson reported that at the Committee is scheduled to meet with the president of KCTCS and college presidents September 27, 2005, at the KCTCS administrative offices in Versailles, Kentucky.

**EASTERN KENTUCKY  
UNIVERSITY CAMPUS  
VISIT**

Mr. Jackson informed the Committee about the upcoming Campus Visit scheduled for October 17-18, 2005. The visit schedule will follow the format of recent campus visits and will be conducted at the time of the CEO regular meeting.

**NEWS ARTICLES**

Mr. Jackson stated that the news articles are items that will be interesting for the members to read.

**GOVERNOR'S  
TRUSTEESHIP  
CONFERENCE- SEPTEMBER  
18-19, 2005  
(LOUISVILLE, KY)**

Mr. Jackson informed the Committee about the upcoming Trusteeship conference. He informed the members that they will receive an invitation that they will need to respond to. Mr. Jackson stressed that the Conference is the ideal location for the committee members to interact with boards of regents and others about the future of postsecondary education.

**OTHER BUSINESS**

Mr. Baker thanked the Committee for coming to the meeting. There was no other business.

**NEXT MEETING**

The next meeting was discussed in conjunction with the EKV Campus Visit. Date of meeting October 17, 2005

**ADJOURNMENT**

Meeting adjourned